

Abstract

Name of the thesis: Liability for damage in employment relationships

The aim of my thesis is to analyse different types of liability for damage in employment relationships caused by the employer as well as the employee. This topic is very important part of labour law and also very practical, because it concerns most people who become employer or employee. Liability for damage is the main type of liability relations in labour law and every employer and employee need to know their rights and obligations arising from liability relations.

The thesis is composed of six chapters; each of them is subdivided into several sections. The first chapter briefly introduces the issue of employment relationships. Individual parts of this chapter deal with definitions of such relations, types and related Czech legislation. Chapter Two explains what liability is in general, what its types are and the second part of this chapter focuses on liability in labour law, its special characters and division. Chapter Three specifically focuses on the most important type of liability in labour law, which is liability for damage. Besides general explanation and types of liability for damage which is covered in Part One, Part Two and Part Three, fourth part of this chapter highlights significant issue connected with liability for damage called prevention from damage. Chapter Four analyzes liability of the employee for damage and Chapter Five describe liability of the employer for damage. Both of these chapters comprise of parts dealing with particular types of such a liability and focus especially on conditions of liability, ways and amount of damages.

Chapter Six finally compares liability of employee for damages and liability of employer for damages and also illustrates the differences between related Czech legislation in Civil law and Labour law and outlines the reasons of these differences.

The thesis also reflects specific changes related to liability for damage arising from new Civil Code which became effective on January 1, 2014, such as situation concerning liability for damage to health resulting from different legislation in Civil law and Labour law.